



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss J Filipek

-v-

L & M Eagle Foods Limited

FINAL MERITS HEARING

(CONDUCTED REMOTELY IN PUBLIC VIA THE CLOUD VIDEO PLATFORM)

Heard at: **Birmingham**

On: **4 January 2024**

Before: **Employment Judge Perry** (sitting alone)

Appearances

For the Claimant: **In person** (via a Polish Interpreter Mr Rafal Rozycki)

For the Respondent: **No appearance**

JUDGMENT

1. The claimant was dismissed by reason of redundancy on 6 January 2023. She is entitled to a redundancy payment of £2,285.10. That is calculated on the following basis; she was aged 40 at the date of her redundancy and was employed by the respondent from 26 May 2017 to 6 January 2023. Her average gross weekly pay was £457.02.
2. No award is made as to her claim for notice pay. She was employed under a zero hours contract and thus there was no obligation on the respondent to offer her work during the period of her notice.
3. Her claims for wages and holiday pay are dismissed. Both are claimed as compensation for the period of her notice and no unfair dismissal claim was pursued.

Employment Judge Perry

4 January 2024

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness.